



## **LGBTQIA+ Rainbow Commission Minutes**

**Date:** Thursday, May 19, 2022

**Time:** 6:30 PM - 8:30 PM

**Location:** Conducted by Remote Participation

**\*Notice to the Public on meeting privacy\*** In the interests of preventing abuse of video conferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided. Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meeting

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Attendees: Susan Ryan-Vollmar, Commissioner Co-Chair, Lisa Krinsky, Commissioner Co-Chair, Helene Newberg, Commissioner, Andy Robinson, Commissioner, Molly Gillis, Commissioner

Absent: Kari Sasportas

Guests: Christina Coleman- Arlington DEI, Marci Shapiro -COA Liaison, John D – Guest

### **Minutes**

1. Remote participation statement and guidelines
2. Welcome and introductions (include your pronouns if you want to)
3. Approval of Minutes
  - a. Motion - Molly Gillis
  - b. Second - Susan Ryan-Vollmar
  - c. All in favor; approved

#### 4. Membership/Recruitment

- a. Laura Gitelson -approved by the Select Board for Rainbow Commission.

#### 5. Working Group Updates

##### a. Education

##### i. Rainbow Task Force

##### 1. What's working:

- a. Dr. MacNeal and the extended APS team have been incredible partners to the Commission in this work.
- b. RTF has created greater connectivity and engagement with the student QSAs and GSA over the past year; we are a community
- c. This is a journey that needs to bring the extended community along with us through education, conversation, and empathy building. That approach takes time and is highly effective as demonstrated with the Symmes Grant working group, the Community Conversations, and other Task Force working groups
- d. In just over a year, RTF has created trust, momentum, and a strong foundation for this work in our schools

##### 2. Looking ahead for RTF: the 2022 - 2023 school year will include:

- a. Continued partnership and engagement with the extended community
- b. Additional LGBTQIA+ Community Conversations
- c. Additional adjustments to the curriculum for inclusivity
- d. Confirmed direction on adjustments to the plans for the AHS restrooms and changing facilities
- e. District-wide SAFE Schools Training (which fell to the back-burner due to COVID)
- f. Continued improved data collection and analysis through YRBS and other DOE mechanisms
- g. Ensuring Rainbow Alliances are at all APS elementary schools and that they have a mechanism for convening and communicating through the District

##### ii. APS Equity Audit

##### 1. The equity audit has been divided into 7 teams:

- a. Intervention
- b. Policy

- c. PD + LT Readiness
  - d. Student Achievement
  - e. Staffing
  - f. Curriculum/School Experience
  - g. Family/ Community Engagement
2. Molly is on the Staffing team. Staffing is defined as:
    - a. The continuous process of finding, selecting, evaluating, developing, and retaining employees. This dimension will explore the district's hiring and retention policies, processes, and trends with a focus on BIPOC staff and other minoritized\* communities as well as how district policies create and support a diverse workforce by creating a welcoming, anti-bias work environment.
  3. Staffing Team has been asked to evaluate materials to answer this guiding question:
    - a. To what extent are staffing policies and strategies inclusive and supportive of all staff members, especially those from historically marginalized communities, and how is data used to ensure a thriving work environment for all employees within the district?
  4. So far we have evaluated materials provided by APS and are about to start Empathy Interviews.
- b. Community Engagement
- i. Arlington Heights Spring Window Art – 5 Windows total, including RC, AHS, Ottoson, Pierce, and Gibbs
  - ii. Pride
    1. Crosswalk painting approved by SB, schedule aligned with Chief Flaherty, paint has been ordered and ready for pickup. Have a good number of painters signed up and hope to get more. Molly shared with her DLs. Commissioners are encouraged to [sign up](#). Ask Beth if she can ask businesses if they have any Pride plan that we can help publicize.
    2. RC Pride Festival set for the 12th at Town Hall Gardens. COA via Marci is funding the venue fee. Will order Pride swag. Is it possible to put into Patch or publicize via other local channels.
    3. Giuliana Stovall volunteered to help with planning. Has been helping
    4. Reached out to Arlington Chamber of Commerce. They've posted on their website. Rob created poster that Giuliana and Andy will distribute with QR code to sign up for

5. Consider placing our events in the Patch calendar and/or placing ads
6. RC Pride Banners will be back up in the center in June.
7. Town Day is back; we might want to host a booth. Need to make sure we reserve a spot.

c. Communications

- i. Boston Spirit listed many local Pride activities; Arlington is leading the list; Susan will share the PDF
- ii. Working on updating the Pride proclamation to the Select Board; Susan will circulate in advance
- iii. Infographic; Susan to follow up with Kari to do for Town Day
- iv. ACMI would like to interview a Commissioner on Pride; Andy will take the interview
- v. It's the 5th Anniversary of the Commission; will return to this topic in July

d. Town Systems & Policies

- i. The Town Meeting approved the recommendation of the Civilian Police Advisory Board Study Committee to create a permanent police commission: 214 votes in Favor with 68 in opposition.
- ii. Town Meeting approved the article that we had sponsored to update the domestic partnership by law. 162 votes in favor. 68 votes in opposition and 9 abstentions.
- iii. We are going to meet and look at the MEI, the Municipal Equality Index for HRC. Town Counsel to participate.
- iv. Last month, Jennifer Susse presented to us on remote participation. We need to follow up with her regard participating in hybrid model. July 15 expected to hear decision from the legislature on how they rule it needs to work. We would participate in a hybrid pilot and be able to provide feedback on it. Susan will notify Jennifer of our decision.
  1. Motion to participate in pilot by Susan seconded by Helene. All in favor.

- e. Budget - \$2200 including some donations that we can carry over. \$600 remaining in FY 22 budget; that will be spent on items for Pride celebrations.

6. Liaison Updates

- a. Council on Aging
- b. Reel Queer with 1 person in attendance. June 30 is next Reel Queer event. LexPride Books Galore event had 6 attendees. Maxima brought some Pride goodies.

- i. Weekly groups continue in hybrid. Some come in person, joined by others on Zoom. Attendance overall has been down. Having a Pride party at their weekly Tuesday group on 6/14.
    - ii. Pride Prom for middle/HS students 5/20/22 at the Community Center.
    - iii. Planning a Halloween party on Oct 27th 4-7PM, with SAGE Table on Nov 17 (conflict with RC meeting again) at the Community Center.
  - c. Diversity Equity and Inclusion (DEI) - June start for Community Outreach and Engagement Coordinator who will also support Disability Commission
  - d. Police Department - Susan shared news on behalf of Chief Flaherty that APD received grant for a Jail Diversion Clinician to help address mental health issues and other complicated situations. Recovery coach who was recently hired is doing very well.
  - e. GSA/QSA-AHS/Ottoson - Not present
  - f. Library - Not present
  - g. Select Board - Proclamation target for SB meeting on May 26th. Eric Helmuth would take on the Liaison role while Len is the SB Chair, starting next month.
7. Public Engagement and Open Commentary – None
8. Close and Next Meeting (3<sup>rd</sup> Thursday/month): Thursday June 16, 2022 Motion to close by Helene, 2nd by Susan.